

# WORKING SMARTER: SLIP RESISTANT SHOE PROGRAM

## BACKGROUND

The University of California experiences over 700 slip and fall related claims every year which result in direct workers' compensation costs in excess of \$7 million per year. When factoring the indirect cost of these claims, it is estimated that these claims cost the University over \$15 million per year.

## UCLA

UCLA has one of the largest food service operations in the UC System, employing over 900 employees. For the past three years, the department has averaged over 100 slip and fall claims a year. In 2010, UCLA piloted a slip-resistant shoe program that utilized several different vendors. The employees who wore the Shoes For Crews slip-resistant shoes did not experience any slip and falls during the pilot period and also received high ratings from the employees in terms of comfort.

## UC-IRVINE

After many years of contracting out the food service operations at UC Irvine, in 2006, the Campus brought the operations in house and employs over 150 full-time employees and over 700 student employees. As part of the transition, the Food Service Department implemented the Shoes for Crews program and provided slip-resistant shoes to food service employees. The annual investment to purchase shoes for employees is \$16,000. Based upon the number of employees and historical University data, one would expect about 50 slip and fall claims per year; however, UC Irvine has only experienced an average of two claims per year. When considering the average slip and fall claim costs \$9,000, it is estimated that UC Irvine is saving over \$400,000 in direct workers' compensation costs annually by implementing the Shoes for Crews program.

UC Irvine's own experience and historical data from Shoes for Crews clients, has shown an immediate reduction in slip and fall accidents upon implementation, with over a 75% reduction within the first full year of implementation. Based upon the University's past trends, the program is expected to result in direct savings between \$1.5 to \$2 million annually. When considering the indirect costs associated with workplace accidents, the total savings will range between \$3-\$5 million annually. More importantly, we expect to achieve a sustainable reduction of over 400 employee injuries annually.

## CONCLUSION

The Office of Risk Services established a system-wide contract with Shoes For Crews and rolled out the program. The Shoes For Crews slip-resistant shoe program had an immediate impact in the reduction of employee slip and falls and ultimately will result in substantial savings to the University.

### 1 CHALLENGE

University of California experiencing over 700 slip and fall related claims every year which result in direct worker's compensation costs in excess of \$7 million per year.

### 2 SOLUTION

Implement the Shoes For Crews slip-resistant shoe program for food-service and custodial employees system-wide.

### 3 RESULTS

Shoes For Crews slip-resistant program has had an immediate impact with a 75% reduction in slips and falls within the first full year of implementation. This ultimately will result in substantial savings between \$1.5 to \$2 million annually to the University.